

## Speak up for your Public Services

UNISON is working with the local community and other Trade Unions to co-ordinate a protest and lobby for the next Council meeting on the 24th February 2011. The March will begin at the 192 stop on the A6 Mersey Way, opposite the junction of Heaton Lane at 5pm and we will March up to Mount Tabor next to the Town Hall before the Full Council meet to pass the council budget that will affect jobs and services locally. We will have a guest speaker to address the crowd at Mount Tabor and it is imperative that we get a good turn out.



UNISON have requested that more room is made available for people to attend the Council Meeting. The police will ensure that we are able to March up the A6 safely. We need to make this protest a large presence to show the

strength of feeling amongst Stockport residents. Anyone can come along. The level of cuts to funding are on a scale that hasn't been seen for decades and I urge you to ensure you are part of this historic event that the future of our local services

depend on.

This action will be an escalation from the silent protest we organised on the 17th January which saw Councillors 'shocked' by the number of people in attendance. It sent a clear message that the

people of Stockport have a voice about the services they receive and will hold local politicians to account for the actions they take. People of Stockport will not just 'roll over and take it' and our voices will be heard.

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# STOCKPORT UNISON AGM

## 16th March 12.30pm in Town Hall

### SUPPORT UNISON, OPPOSE THE CUTS

Don't forget to attend UNISON Stockport's AGM on Wednesday 16th March 2010 at 12.30pm and support our campaign against the cuts.

This year the guest speaker will be UNISON's national Head of Local Government, Heather Wakefield. Responsible for UNISON's 850,000 members in Local Government.

Heather leads on policy and campaigning activities in this service group. She is also Trade Union Side Secretary of the National Joint Council for Local Government Services - the negotiating body for Local Government covering 1.5 million employees - and a Commissioner on the Low Pay Commission.

Heather will be talking about UNISON's national strategy and campaign to fight the cuts and we will be

discussing how we can feed into that campaign locally.

The AGM is a vital part of the Union's democracy, and it is important that members attend to hold your branch officers to account, ratify representatives for the year ahead, find out more about what the branch is doing and play your part in setting our agenda for the year ahead.

Refreshments including sandwiches and fruit will be



**Guest Speaker**  
**Heather Wakefield**  
National Head of  
Local Government

provided and if anyone has any special requirements please contact the branch office on 0161 480 6335. Please make every effort to attend.

# MARCH FOR THE ALTERNATIVE: JOBS • GROWTH • JUSTICE

**SAY NO TO  
UNFAIR AND UNNECESSARY  
SPENDING CUTS**

**BACK THE ALTERNATIVE**

- a Robin Hood tax on the banks
- closing tax loopholes
- policies for jobs and green growth

**SATURDAY 26  
MARCH 2011**

Assemble at 11am on Victoria Embankment,  
between Temple Place and Blackfriars, to  
march to a rally in Hyde Park

more details at  
[www.tuc.org.uk/march](http://www.tuc.org.uk/march)  
join the campaign at  
[www.falseeconomy.org.uk](http://www.falseeconomy.org.uk)



## LONDON CALLING TUC MARCH IN LONDON

*As well as the local action that has been taking place against the cuts we are all aware that this is as a result of the cuts delivered by the National Government. The TUC will be leading the March against the cuts on the 26th March 2011 and Stockport Branch wants to send a big delegation.*

*If members and their family wish to attend the rally organised by the TUC then please call Mark Rayner, UNISON Stockport Branch Communications Officer on 07814562693 or e-mail:- [markrayner\\_62@hotmail.com](mailto:markrayner_62@hotmail.com) for details of the free travel arrangements.*

*Those who have already registered their interest do not need to register again.*

# Stockport Homes



Whilst Stockport Homes has faced no redundancies it too has had to be careful about its expenditure as an organisation and has seen vacancies scrutinised before they are re-advertised. The Council's arms length organisation has given a commitment

to do all it can to utilise the skills of any Council Employees who are at risk of redundancy. UNISON welcomes this move. Angela Bowen, UNISON Assistant Branch Secretary stated "it is important that the skilled workforce from within the Council are recognised and

can give a real opportunity for those skills to be put to good use by Stockport Homes savings some of the costs associated with new starters, which is for the benefit of the local tax payer and values those workers contribution to public services".

# Stockport College

It is fair to say that it has been a frustrating couple of months. The Government has brought about funding cuts and coupled with the situation locally leaves members feeling utterly deflated and undervalued. Locally we have worked hard with our partner unions to ensure that we can protect jobs and secure the future of the College. This included a 2% pay cut agreed by all members. Those on lesser grades paid less and those on

higher grades shouldered the heaviest burden. This is not taken lightly as we all know the cost of living, energy and tax is all rising. The news doesn't get any better when you take into account the £3 million needed to be saved in the next financial year. It is true that trade unions were not formed for the good times but to offer support and organise the workforce to protect us during times like these. There has to be a real commitment to

safeguarding jobs and building the workforce through training for the future. When you talk about economic recovery then you talk about fewer unemployed and a skilled workforce ready to build the infrastructure to a growing economy. This is not the way to do it. To put our members out of work and close down avenues for learning and opportunity spells disaster. We need to stick together and fight these cuts.

UNISON Members feel vulnerable



*NPS Locally is going through a very difficult stage. UNISON is concerned that our Members are fully protected as it looks like in excess of £500,00 will need to be saved over the next financial period. We understand that this coupled with the departure of some Senior Managers makes staff feel very vulnerable.*

*When UNISON gets further details about what this means to staffing and services we will ensure full dialogue with our membership. UNISON will do all it can to protect our members and the services they provide. If you have any concerns then please contact our local Stewards Richard Greenwood or Garry Davies.*

# Lucky Strike Winners

*Best of Luck x*  
*ABne*



*I am pleased to list below the latest winners of the lucky strike. If you'd like to join and be in with a chance to win fill out the application form on page 11. The prize money is linked to the numbers of players. The more players the more money there is to be won.*

May 2010	J Mcdonagh	£200.17
June 2010	P Hoges	£195.80
July 2010	L Goulson	£195.90
August	Hargreave	£195.40
September	H MacLeod	£198.29
October	J Shaw	£194.29
November	A Mobbs	£194.29
December	TBC	£188.06
January 2011	TBC	TBC

# Stockport Council - The picture so far

***It has been a very stressful and worrying time for our members within Stockport Council. The beginning of November was met by 400 job cuts announcement. This was a huge blow to our members at a time just before most families are looking at Christmas and the forthcoming year.***



UNISON locally has mailed out to members to keep them informed and has lead a continuing campaign to oppose the cuts. We have made it clear that the Council must demonstrate its commitment to avoid compulsory redundancies. UNISON requested from the start that Volunteers for Redundancy are sought from the whole of the workforce and criticise the Council for not adopting this approach like most local authorities had in this Region. Our members have seen targeted reductions and closures to services.

Stewards and Officers have attended workplace meetings and has assisted our members locally to respond within the consultation period. This has closed in the majority of cases and the plan now is to take stock of where the Council is in terms of savings and numbers of volunteers. The response to the business cases will need to be looked at and any alternatives put forward are considered. If there is still a need to savings and

there is still not the required volunteers then the Council will look for what is known as 'bumping opportunities'. This is where a person not at risk decides to take voluntary redundancy at an enhanced rate and a person in an 'at risk' post then redeploys into that post.

There is a current shortfall of around 30 volunteers for redundancy (excluding services to young people). The Council has seen a reduction of around 134 posts so far. There is some scope for redeployment through a number of vacancies that have been held back to people identified as 'at risk' and through bumping as described above. If there are more volunteers for redundancy in a particular area that is targeted then the Council will look to create these as vacancies also for those considered at risk.

UNISON will continue to defend our members and protect their employment status. I cannot underestimate the strain and turmoil that our members have faced. The appalling

situation regarding the window of opportunity for volunteering when the detail of the future plans are so lacking in substance. These are unprecedented times and the Branch is working with the local membership to avoid at all costs compulsory redundancies. We will campaign and legally challenge where needed. We will ensure you are given the support you need at the time when you need it. We are not perfect but we do care and we will continue to provide you with the tools and support to fight this battle.

Next year will see more cuts to funding. The key areas for making the savings include capital from the closing and selling of Council buildings. Procurement and re-tendering of contracts, reductions at the Senior Management level through volunteers and opportunities for flexible retirement amongst all the workforce.

If you would like to be considered as a bump redundancy UNISON are asking those members to email or write to their Manager expressing an

interest and to copy the UNISON branch into any correspondence. This will ensure we know that all offers have been considered and that all opportunities has been explored. I know how incredibly frustrating it is if you would like to consider volunteering and yet you're not considered when you can see colleagues in deep distress at the thought of being 'pushed' out. UNISON need to make sure that these opportunities are maximised.

Other options will need to be considered as part of this ongoing process including our benefits as employees. UNISON will ensure any proposed changes are put to our members for consultation before any agreements are made. It is imperative that we ask non members to join a trade union to maximise our collective strength over the next couple of years. It is within that collective strength that we will have the power to defend jobs, terms and conditions and to protect our vital public services.

# Defend Public Service Pensions UNISON Campaign Update



*The issues set out in this bulletin have implications for every UNISON member who is a member of a public sector pension scheme. The truth about the government's attacks on public sector pension schemes has started to emerge.*

## There are three key strands to this strategy.

1. Use a cheaper method to increase pension benefits by switching from the Retail Price Index (RPI) to the Consumer Price Index (CPI)
2. Increase scheme member contributions by an average 3% from April 2012 to 2014
3. The final Independent Public Sector Pension Commission (IPSPC) will recommend changes to benefits and retirement age in March 2011 to be implemented in 2014

This means that the government intends to extend their austerity programme to UNISON members through their pension schemes by offering you less in benefits, work longer to get them and pay more in contributions.

## UNISON's key messages on public sector pensions

Public service schemes have already been reformed to keep affordable and

sustainable. These reforms between 2005 and 2008 have been used to reduce benefit costs from 24% of public sector workers salaries to 21%.

UNISON members have already made sacrifices to make their pensions affordable. Any further reductions will make members leave the schemes or become dependent on means tested benefits which will cost the taxpayer more.

Revaluing public sector pension increases by CPI rather than RPI is expected to reduce benefit values still further to 18% of your salaries.

Lord Hutton himself acknowledged in his Interim Report that the savings generated by cost-share reforms and switching to CPI indexation should cut scheme costs by 25%. Clearly an average public sector pension in payment value of £7800 per annum is hardly "gold plated" and is significantly lower for many local government and NHS workers – particularly

women.

Average public sector pensions and costs pale into insignificance when compared to the pensions paid and costs associated with private sector "fat cat" pensions. A defined benefit scheme is the only scheme structure that is capable of delivering an income in retirement (when combined with the state pension) that will generate an income close to the income replacement rate specified by the IPSPC as being potentially adequate (i.e. between 50 and 80% depending on gross annual income).

Defined Contribution schemes are certainly not the answer and place all risk on to individual scheme members with the potential long-term implications of placing generations of savers in the hands of the State. Increasing member contribution rates by on average 3%, could lead to around 350,000 members opting-out of public service pension schemes according to a Pensions Week report.

The LGPS, 2008 Section of the NHSPS, reformed Teachers' Pension Scheme and The new Civil Service Pension Scheme already has Normal Retirement Ages of 65

The evidence suggests that administration in public sector pension schemes (with some exceptions) compares well with the private sector on both cost and efficiency grounds.

Any increases in income or savings from LGPS fund mergers must be shared

Between the employers and scheme members. All of these measures add up to pension scheme members paying more, getting less and working longer. UNISON will not sit back and allow our members and public sector workers to pay the costs of the banking crisis.

## Mark Rayner

UNISON Representative on Greater Manchester Pension Fund. For more information please visit [www.protectourpensions.org.uk](http://www.protectourpensions.org.uk)

# Silent Protest - Against the cuts

***Stockport UNISON's 'silent protest' against cuts on Monday 17th January caught the imagination of members as they campaigned against service cuts and 400 job losses. The carefully organised 'calm and dignified' event saw members pack the council's executive meeting while another 150 who couldn't get in had to demonstrate outside.***

Members were angry about the cuts to the services they provide and how the projected 400 job losses would devastate loyal hardworking employees who work for the council and throw them onto the scrapheap through no fault of their own because of the banker's greed and their unregulated cavalier practices. Mark Rayner our Branch Communications Officer explained how the event was planned with the branch leadership speaking to officers and members to get their views. We looked at the traditional method of lobbying outside the meeting and handing out leaflets to the public outside the Town Hall.

"Then members along

with the assistant branch secretary Angela Bowen suggested a "Silent Protest" might be a way of showing the council our opposition to the cuts", explains Mark.

Some of our members doubted that a silent protest would have the impact they wanted, but others felt that the sight of hundreds of members in complete silence would have a dramatic effect on the councillors and make their point.

The branch also had to take another protest into account. On the same night a community group was protesting against the closure of a big secondary school in the borough.

"The branch felt that if



Angela Bowen & Vicky Swan outside the Town Hall at the UNISON Protest



we disrupted the meeting in any way it would undermine a legitimate protest of parents who were campaigning against the closure of such an important local asset along with the job losses of our members and teaching posts within the school", said Mark.

The decision taken, the branch had to swing into organising to make the event a success.

"We wrote to all our

members within the branch informing them of the event and what time and where to meet if they wanted to attend the protest and we chose our Marshalls for the evening.

"We had leaflets printed showing how the cuts would affect the public of Stockport and how much it would cost each family in lost services and the economic cost of the job losses to the local economy. Every public sector job loss has an



# Silent Protest - Continued

effect on local business and the private sector too as the spending power is cut within the community”.

The event was a huge success. “Hundreds of members turned up on the night, and we had over 150 members outside who couldn’t get in on what was a very cold evening”.

The local press covered the event as assistant

branch secretary Angela Bowen addressed the UNISON members and members of the public on the steps of Stockport Town Hall, she explained the impact on services and our members jobs the cuts would have. Angela asked for a calm and dignified protest against the cuts.

“Once inside the packed hall our members conducted themselves with absolute calm

and dignity despite the very heated exchanges that were taking place around them between the campaigners against the school closure and councillors on the executive, it vindicated our earlier concerns that we might have undermined the community groups protest if we hadn’t had a silent process”, reports Mark.

“Finally as the meeting drew to a close, the

leader of the council Councillor David Goddard acknowledged and praised UNISON’S handling of the protest and stated that its members had acted with dignity and he respected their right to protest and that he and the council wanted to continue to work closely with the Branch and its senior officers to mitigate job losses as much as they could.”

## Solutions SK update



Solutions SK have not come out of the Council Cuts unscathed. UNISON has lobbied hard to defend services and argue against some of the savings and cuts that have been passed onto SSK from SMBC. The workforce have endured a pay freeze and incremental freeze which helped to save over 30 jobs from within the lowest pay areas of the workforce that are predominantly female. This includes the catering & cleaning staff. This was difficult and with the cost of living rises means everyone within the company will have less money

in reality to meet their families living costs. The unions were issued with notice of up to 95 redundancies within the company at the end of November last year. This number has been dramatically reduced due to the joint efforts from the joint trade unions on behalf of the staff and Management within the company. The need for compulsory redundancies has so far been avoided. It has led to some redeployments within the company and working differently within some teams. UNISON will continue to keep staff updated on developments.

### News in Brief

- Staff who worked on Christmas Day & Boxing day received a one off payment in recognition. This was due to how the bank holidays fell and the new pay arrangements disadvantaged those who were rota’d to work on those days.
- Staff on call out will receive the weekend rate for all Bank Holidays.
- The unions have raised objections to proposals to just remove paid breaks. This is on hold from Management

due to the Trade Union intervention whilst we gather information and concerns from our members.

- Dignity at Work roll out training to all staff.
- Transport Section is still fighting proposed cuts in hours and Service. Ongoing talks with the Council.
- There is to be a Management re-structure as Dennis O’Byrne has decided to leave early as a Management saving.
- Bram hall School cleaning contract to come back in house.

# Services to Young People Restructure

Consultation started on the 29th November on a radical restructure of Services to Young People.

Crucially and perhaps unsurprisingly the proposals entirely focus on frontline workers delivering services to young people. Details have been thin on the ground, but the proposals indicate a merger of youth services, connexions and education welfare officers onto a standard generic job description. UNISON has many concerns about the feasibility of the proposals providing a fit for purpose

structure. Currently the proposals do not take account of part time working and the proposed job description has a qualification criteria that a number of staff will not meet.

Details of financial information and the Equality Impact Assessment have not yet been provided by management, and on this basis UNISON has

raised serious questions as to whether consultation could be considered meaningful. There a raft of questions that have not yet been answered by a management and UNISON continues to press for answers to these. A detailed response has been submitted by UNISON and Unite and we have a further consultation meeting planned with management in February.

# Social Care – Health Check

UNISON has embarked locally on a partnership approach to implement a 39 step health check as recommended nationally by the social work task force. The Health Check addresses 5 key areas:-

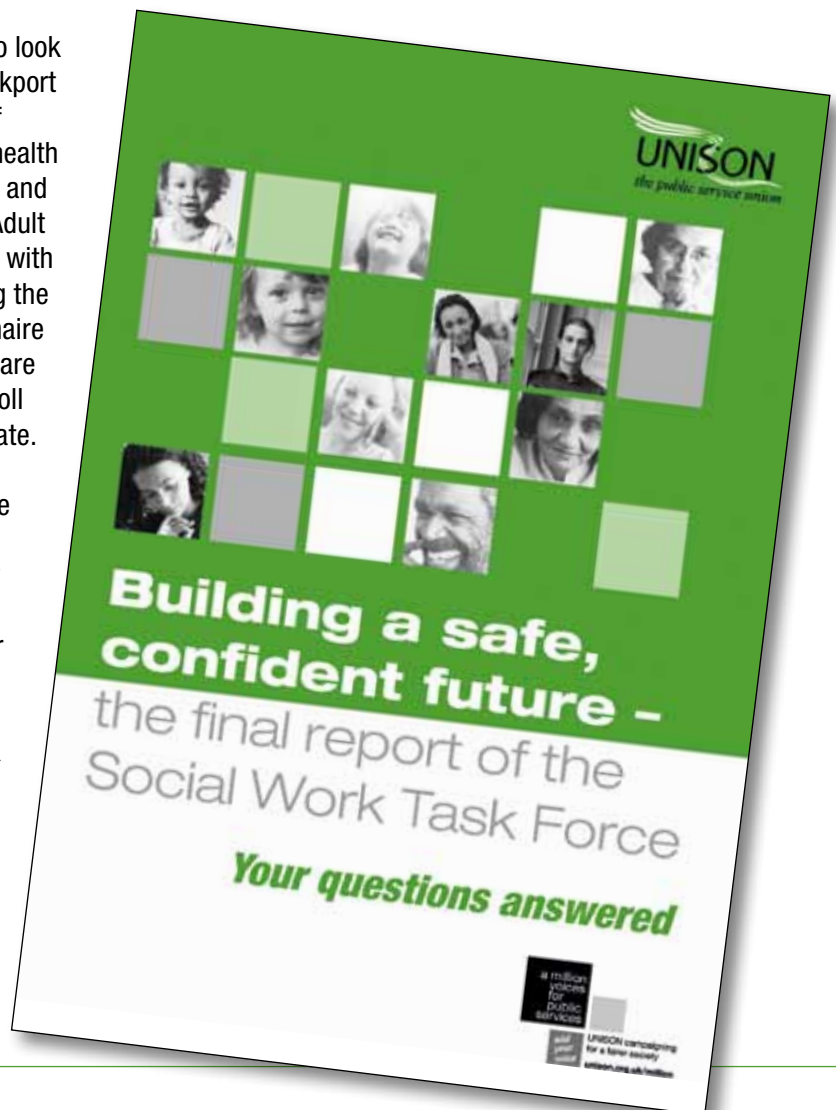
- Effective Work Load management
- Proactive work flow Management
- Having the right tools to do the job
- A healthy Workplace
- Effective Service Delivery

UNISON believes this is a key tool in identifying areas where staff do not have the required facilities to carry out their role.

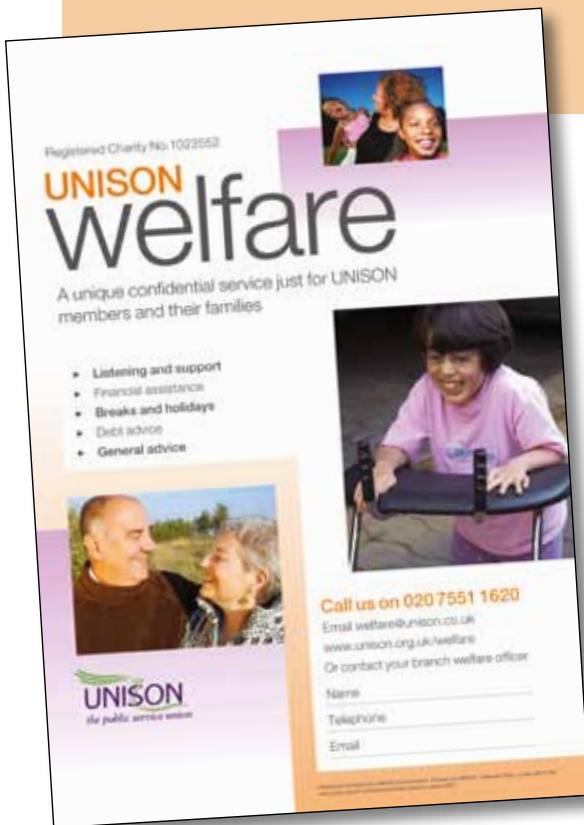
Within the Children and Young Peoples Directorate UNISON attended two events where staff were

given the opportunity to look at the information Stockport already had in terms of evidence towards the health check and to comment and add further details. In Adult Services management, with UNISON, will be piloting the health check questionnaire amongst some social care teams, with a view to roll out across the directorate.

CYPD intend to produce a position statement can be used to identify areas of strength and areas that need further development as part of a service re-design. SMBC, will report back to the Social Work Reform Board on whether the elements of the 'health check' can be used as a National Standard for Employers.



## Welfare is for every member



UNISON Offers Welfare Assistance to all its members, this includes a UNISON Welfare Officer who can offer a listening ear to members and at times a financial safety net. We offer both financial and emotional support. We have access to grants from a wide variety of charities (as UNISON Welfare is a registered charity) and can fund household items etc when people have financial need.

We can signpost to other organisations.

We offer Well Being Breaks after illness to people who cannot afford them. We also offer subsidised family holidays to members subject to criteria.

We can assist where there is bereavement or stress related issues.

We have a free phone pay plan number which can give financial advice which offers a similar service as Citizens Advice but instead of having to wait for an appointment this is a call away on 0800 389 3302 and is open Monday-Friday 8am. to 9 pm. and 9 am. – 3 pm. Saturdays. We can act for both the member and their family.

All services are confidential and totally impartial.

To Contact the Branch Welfare Officer please ring the Branch who will give you their details.

## Young Members: Play your part

UNISON wants young members to play a full part in union activities. At the same time we know for many young people it can be difficult getting time off work for union activity, being taken seriously, or speaking out with confidence in a room full of older people who can give the impression they know it all.

That's why we have created a young members organisation in UNISON which is designed to:

- encourage recruitment and participation by young members;
- provide a voice for young members;
- give young members the

chance to develop their skills and knowledge; support young members in becoming active in the wider union.

There are all sorts of ways you can be more involved at all levels of the union.

### ***In your workplace and branch***

Locally we are looking for a Young Members Officer who can build up local links with other young members within the branch and will get full support from the Branch & Region. If your under 27 and would like to

become active in UNISON as part of a team or you want to find out more please contact Angela Bowen on 07977517585 or email [angela.bowen@stockport.gov.uk](mailto:angela.bowen@stockport.gov.uk)



Win  
£20!

## Health & Safety Quiz

1. What year was the Health and Safety Act introduced?  
1970     1974     1976     1961
2. Which part of the body should you bend to ensure safe lifting?  
Ear     Arms     Back     Knees
3. How many people does it take to use a ladder safely?
4. What is the most common cause of accidents in the workplace?  
A) Slip, trips, falls.    B) Slips, knives, tools.    C) Drinking, fighting, arguing.    D) Electric, gas, water.
5. What is RIDDOR?
6. Employees should be provided with Health and Safety training.  
A) Within 1 year,    B) immediately    C) First month    D) not required just use common sense
7. What is COSHH?
8. If you were concerned about a Health and Safety matter, who would you raise the issue with in the first instance?
9. What is a PEEP?
10. How often should "pat" testing be done?
11. What is the first action that should be taken in the case of fire?  
A) Run screaming    B) leave calmly    C) Try to extinguish    D) carry on working
12. The employer has a duty to.  
A) Ensure the Health and Safety of their workers.    B) Do nothing.    C) Ignore risk assessments.
13. A risk assessment tells you.  
A) How to report accidents.    B) Your working hours.    C) How to do the job safely.    D) Where the first aid box is kept.
14. A near miss is an incident where.  
A) You were just too late to see what happened.    B) Someone could have been injured.  
C) Someone was injured and went to hospital.    D) Someone was injured and nearly had to take time off work.
15. How can you tell if a product is hazardous?  
A) By a symbol on the containers label.    B) By the shape of the container.  
C) It will always be in a black container.    D) It will always be in a cardboard box.

**Please send answers to UNISON OFFICE 272-274 Wellington Rd,  
Stockport, SK2 6ND and the winners will be announced at the  
Branch AGM on 16th March 1011. Deadline for entrees Monday 14th  
March 2011. Or you can email to [joan.mcNulty@stockport.gov.uk](mailto:joan.mcNulty@stockport.gov.uk)**

*All answers will be  
checked by Joan McNulty  
and Adrian Renshaw*

*A £20 prize for the first  
correct entry.*

# Stockport UNISON Lucky Strike Lottery



## How it works

Each lottery member is allocated a number, the cost of which is £1 per month or 23p per week. Every month Stockport UNISON draw out one number and if this number is yours, you win. The more numbers you have, the more chance you have of winning and the more people paying into the lottery, the bigger the prize.

## Application Form

I wish to apply to join the UNISON's Lucky Strike Lottery and agree to pay the following subscription each month. I am paid: Monthly / Weekly (**please indicate**)

**Full Name:** .....

**Address:** .....

**Place of Work:** .....

**Section:** .....

**Tel No:** .....

**Payroll No:** .....

### Application for Deduction from Salary/Wages

I hereby authorise the payroll section responsible for my pay to deduct the following sum from my salary/wages, until further notice in writing by me, and forward this to the treasurer of the Stockport Local Government UNISON Branch.

**Please tick relevant box below:** Each number costs £1 per month or 23p per week.

1 number     2 numbers     3 numbers     4 numbers     5 numbers

Signed .....

Date ...../...../.....

The Stockport Staff Lottery is administered by the Stockport UNISON Branch and is open to all employees, irrespective of Trade Union or UNISON membership.

**Please return completed form to:**  
**Angela Bowen, Assistant Branch Secretary,**  
**Stockport UNISON,**  
**272 - 274 Wellington Road South,**  
**Stockport, SK2 6ND**

*It's time to join...*



With more than 1.3 million members working across the public services, being part of UNISON means you have the full weight of Britain's biggest trade union behind you.

*These are difficult times and we need strong trade unions with strong leadership.*

Be part of that team and join UNISON.

**Please fill in this application form in BLOCK CAPITALS and send it to the address shown below.**

### 1. YOUR PERSONAL DETAILS

Mr/Ms/Miss/Mrs/Other	First Name	Other Initial	
Surname			Date of Birth
Home address			Postcode
Home			
National Insurance No. (from your payslip)			

How would you describe your ethnic origin?

- |                                      |  |                                      |
|--------------------------------------|--|--------------------------------------|
| <input type="checkbox"/> Bangladeshi | <input type="checkbox"/> Asian Other     | <input type="checkbox"/> Black Other |
| <input type="checkbox"/> Chinese     | <input type="checkbox"/> Black African   | <input type="checkbox"/> White UK    |
| <input type="checkbox"/> Indian      | <input type="checkbox"/> Black Caribbean | <input type="checkbox"/> Irish       |
| <input type="checkbox"/> Pakistani   | <input type="checkbox"/> White Other     |                                      |
| <input type="checkbox"/> Asian UK    | <input type="checkbox"/> Black UK        |                                      |

Please tick this box if you require materials in a different format (e.g. large print or Braille) - be sure to supply contact details below

Please give a telephone number/voice/text/email address for UNISON to contact you - indicate if work or home

### 2. YOUR EMPLOYMENT DETAILS

Employers Name	
Job Title/Occupation	
Department Section	
Workplace Address	
Postcode	
Payroll No.	

**When completed please send to:**

UNISON Stockport LG Branch  
272-274 Wellington Road South  
STOCKPORT  
SK2 6ND

### 3. WHAT YOU WILL PAY (FROM OCTOBER 2003)

Please tick your earnings before stoppages

Weekly Pay	Annual Pay	✓	Band	Per Week	Per Month
Up to £38.47	Up to £2,000	<input type="checkbox"/>	A	£0.30	£1.30
£38.48-£96.16	£2,001-£5,000	<input type="checkbox"/>	B	£0.81	£3.50
£96.17-£153.84	£5,001-£8,000	<input type="checkbox"/>	C	£1.22	£5.30
£153.85-£211.53	£8,001-£11,000	<input type="checkbox"/>	D	£1.52	£6.60
£211.54-£269.23	£11,001-£14,000	<input type="checkbox"/>	E	£1.81	£7.85
£269.24-£326.92	£14,001-£17,000	<input type="checkbox"/>	F	£2.24	£9.70
£326.93-£384.61	£17,001-£20,000	<input type="checkbox"/>	G	£2.65	£11.50
£384.62-£480.76	£20,001-£25,000	<input type="checkbox"/>	H	£3.23	£14.00
£480.77-£576.92	£25,001-£30,000	<input type="checkbox"/>	I	£3.98	£17.25
£576.93-£673.08	£30,001-£35,000	<input type="checkbox"/>	J	£4.68	£20.30
£673.08 +	Over £35,000	<input type="checkbox"/>	K	£5.19	£22.50

Please tick the appropriate box to indicate how often you are paid

- Weekly  
 Fortnightly  
 Four Weekly  
 Monthly

Please tick this box if you are a student member in full-time education (including student nurses or modern Apprentices)

Your subscription is £10 per year

### 4. POLITICAL FUND

**UNISON's Affiliated Political Fund (APF)** is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally, and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

**UNISON's General Political Fund (GPF)** is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below.

Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

### 5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide to UNISON information to keep my records up to date
- I authorise deduction of the following political fund payment as part of my subscriptions: Tick one box only

Affiliated Political Fund

General Political Fund

Now please sign and date below.

Signature

Date

If you have been a member of a trade union before, please state which one below:

#### DATA PROTECTION

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes. We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want to receive any mailings from UNISON besides those required by statute as shown in bold above, please tick this box

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they may contact you by mail, telephone, SMS, fax or email to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box

If you tick either of these boxes then you will be removed from the appropriate mailing lists as quickly as possible but for administrative reasons this may take a couple of months